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FPM LTR. NO. 530-169

UNITED STATES CIVIL SERVICE COMMISSION

FEDERAL PERSONNEL MANUAL SYSTEM

LETTER

FPM LETTER NO. 530-169

Washington, D.C. 20415

December 30, 1971

Supersedes and cancels FPM Letters 530-157 through 530-168

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges Established under 5 U.S.C. 5303 to reflect General Pay Increase and Advance Notice of 1971 Annual Review Results

Heads of Departments and Independent Establishments:

1. Under authority of 5 U.S.C. 5303(d), which requires a determination on how the salary rates of employees covered by special rate schedules shall be adjusted at the time of a general pay increase, the Commission has decided that the pay of such employees shall be increased by an amount fully equivalent to the general pay increase for General Schedule employees authorized by Executive Order 11637. This decision is being implemented by the special schedules attached to this letter, and the higher pay rates are effective the same date as the general pay increase.

2a. The pay of employees on the rolls and covered by special rates will be converted to the new special rate ranges in accordance with section 530.307(b) of the Commission's regulations. The applicable part of the section reads as follows:

"(b) When an employee was receiving a special rate immediately before the effective date of a statutory pay increase, he shall receive on that effective date the rate of basic pay for: (1) the numerical rank in the new special rate range for his grade or level that corresponds with the numerical rank of the special rate he was receiving immediately before that effective date;..."

To illustrate the effect of 530.307(b)(1), the rate of adjustment for Electronic Engineer, GS-855-9, is used: An employee in the third step rate of the GS-9 special rate range immediately before the effective date will remain in the third step of the new special rate range on the effective date, and his salary will be increased from \$12,215 to \$12,886 as of the first pay period that begins on or after January 1, 1972.

INQUIRIES: Leave and Special Pay Policy Section, Bureau of Policies and Standards
Code 101, Ext. 25604

CSC CODE 530, Pay Rates and Systems (General)

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2b. The pay of employees who are receiving a "saved rate" as a result of a special rate range having been reduced previously (but not discontinued) will be adjusted in accordance with the provisions of section 531.205(a)(3) of the Commission's regulations. This means that the pay for these employees will be adjusted by the amount of increase granted to the tenth rate of the special rate range rather than the regular range.

To illustrate, the rate of adjustment for GS-9 Accountant (worldwide authorization) is used: An employee in a saved rate of \$14,658 would have his pay increased to \$15,424, an increase of \$766, the amount of increase for the tenth step of the GS-9 special rate range in this FPM letter.

3a. An additional FPM letter will be published shortly which will reflect the results of the 1971 annual review of special salary rate schedules. Because of a generally favorable Federal staffing situation (i.e., reduced needs and few, if any, recruitment or retention problems) and because of continued soft labor market conditions, special salary rates for many occupations now covered will be cancelled. The special rates for most of those occupations and locations that will remain in effect will be lowered to about the same dollar amounts that were in effect before the general pay increase. Very few will remain at the dollar amounts as shown in the attachment to this FPM letter. For some occupations, while a special rate will continue to apply, certain grades previously covered will revert to the regular schedule.

3b. Agencies are cautioned not to use the rates shown in this FPM letter when making commitments for future actions such as appointments or promotions.

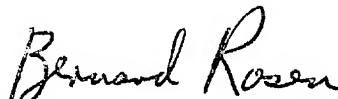
4. Agencies are hereby notified that the special salary rates for the following occupations are cancelled. The effective date of the cancellation is the pay period that begins on or after February 6, 1972. It should be noted that this is not a complete list of all cancellations.

<u>Occupation</u>	<u>Geographic Coverage</u>
GS-343 GAO Management Auditor	Worldwide
GS-343 GAO Management Auditor	New York, N.Y. SMSA
GS-403 Microbiology Series	Nationwide
GS-510 Accounting Series	Worldwide
GS-510 Accounting Series	New York, N.Y. SMSA
GS-512 Internal Revenue Agent Series	Worldwide
GS-512 Internal Revenue Agent Series	New York, N.Y. SMSA
GS-800 All Professional Series in the Engineering and Architectural Group	Worldwide
GS-1221 Patent Adviser	Worldwide
GS-1223 Patent Classifying	Worldwide
GS-1224 Patent Examining	Worldwide

<u>Occupation</u>	<u>Geographic Coverage</u>
GS-1301.1 Physical Science Subseries	Worldwide
GS-1300 Certain Series in the GS-1300 Group as follows:	Worldwide
GS-1306 Health Physics	
GS-1310 Physics	
GS-1313 Geophysics	
GS-1315 Hydrology	
GS-1320 Chemistry	
GS-1321 Metallurgy	
GS-1330 Astronomy and Space Science	
GS-1340 Meteorology	
GS-1350 Geology	
GS-1360 Oceanography	
GS-1372 Geodesy	
GS-1380 Forest Products Technology	
GS-1386 Photographic Technology	
GS-1370 Cartographer	St. Louis, Missouri SMSA
GS-1301 Physical Science Series	and Washington, D.C. SMSA
GS-1510 Actuary	Worldwide
GS-1515 Operations Research	
GS-1520 Mathematics Series	
GS-1529 Mathematical Statistics	
GS-1811 Criminal Investigator (Special Agent Intelligence IRS)	Nationwide
GS-1811 Criminal Investigator (Special Agent Intelligence IRS)	New York, N.Y. SMSA

5. Any downward adjustments in rates, however, would be adjustments to the special schedules only. Employees on the rolls will retain their existing rates of pay including the amount of the general pay increase.

By direction of the Commission:



Bernard Rosen
Executive Director

Attachments

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
 - a. Specific occupational series coverage by series code and title;
 - b. The geographic coverage; *
 - c. Grade or grade levels covered;
 - d. The special minimum rate, identified as "1st Step Rate";
 - e. The special maximum rate, identified as "10th Step Rate" for General Schedule occupations.
 - f. The amount of the within grade increase;
 - g. The effective date which will be the first day of the pay period that starts on or after the date shown.
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Electronic Engineer, GS-855-9, situation is used:

(The special minimum (i.e., 1st step rate) is \$12,150 the special maximum (i.e., 10th step rate) is \$15,462 and the amount of the within-grade increase is \$368 a year.)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
\$12,150	\$12,518	\$12,886	\$13,254	\$13,622	\$13,990	\$14,358	\$14,726	\$15,094	\$15,462

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables the full range of authorized rates is readily identified.

* Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

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GS-500 Accounting and Budget Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10th STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-510 Accounting Series: GS-512 Internal Revenue Agent Series	Worldwide (except for New York, New York SMSA.)	GS-5 GS-6 GS-7 GS-8 GS-9	\$ 9,027 9,785 10,563 11,015 11,414	\$ 11,223 12,233 13,281 14,021 14,726	\$ 244 272 302 334 368	1-1-72
Table No. 258						
GS-510 Accounting Series GS-512 Internal Revenue Agent Series	New York, New York SMSA	GS-5 GS-6 GS-7 GS-8 GS-9 GS-10	9,027 10,057 11,167 11,683 12,150 12,961	11,223 12,505 13,885 14,689 15,462 16,606	244 272 302 334 368 405	1-1-72
Table No. 259						

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